

**DAVID W. STITELER****Arbitrator – Factfinder – Hearing Officer****Email:** dwstiteler2@comcast.net**Phone:** 503.949.5681**Fax:** 503.581.7215**Address:** 4676 Commercial Street SE, No. 364  
Salem OR 97302-1902**PROFESSIONAL AFFILIATIONS:**

Labor and Employment Relations Association (formerly IRRA)

Labor &amp; Employment Section, Oregon State Bar

Wyoming Bar Association (inactive)

Montana Bar Association (inactive)

**EDUCATION:**

JD Law University of Wyoming, 1975

BA Pol. Sci. University of Wyoming, 1972

**CERTIFICATIONS:**

Law Wyoming 1975

Law Montana 1976

**ARBITRATION/LABOR RELATIONS EXPERIENCE:****2003-Present:** Arbitrator. **1996 - 2003:** Chair/Member, Oregon Employment Relations Board. Conducted hearings and wrote decisions in labor and employment disputes arising under public sector bargaining law, civil service law, and limited private sector bargaining law. Under public sector law, contract violations are unfair labor practices, so board serves as arbitrator of contract violation disputes. **1992 to 1996:**Administrative law judge, Oregon Employment Relations Board. Investigated complaints, conducted hearings, and issued recommended decisions. **1980 to 1991:** Staff attorney, Montana Public Employees Association. Represented the union and its members in grievance arbitrations, fact-findings, proceedings before Montana's labor board, and in court. Negotiated collective bargaining agreements for several of the union's bargaining units. **1975 to 1980:** Attorney/Labor Relations Specialist, Montana Department of Administration. Negotiated contracts and handled grievances. Represented state agencies in arbitration, administrative hearings, and court.**INDUSTRIES:** Education; entertainment/arts; health care; hospitals/nursing home; local government; office workers/clerical; police and fire; prison guard; shipyard/drydock; state government; transportation; utilities; warehouse.**ISSUES:** Absenteeism; arbitrability; assignment of work; bargaining unit work; conduct (off duty/personal); demotion; discipline (non-discharge); discipline (discharge); fair share fee; fringe benefits (bonus, holidays, insurance, leave, vacation); health/hospitalization; hiring practices; job performance; job posting/bidding; layoffs/bumping/recall; management rights; past practices; promotion; retirement; safety/health conditions; seniority; strike/lockout; subcontracting/contracting out; wages (holiday pay, job classification & rates, vacation pay); work hours/schedules/assignments; working conditions/work orders.*(Effective 10.1.05)*

**DAVID W. STITELER**

***Arbitrator – Factfinder – Hearing Officer***

**ARBITRATION ROSTERS:**

American Arbitration Association

Federal Mediation and Conciliation Service

Oregon Employment Relations Board

California State Mediation and Conciliation Service

Montana Board of Personnel Appeals

Washington Public Employment Relations Commission

Washington Marine Employees' Commission

Hawaii Labor Relations Board

Nevada Local Government Employee Management Relations Board

Alaska Labor Relations Agency

**FEES:**

**Per Diem:** \$950 per day for hearing, study, and writing. Study and writing days prorated. (No charge for travel time.)

**Cancellation Policy:** \$950 for each date scheduled if the hearing is postponed or cancelled 15 days or less before the first scheduled date. No charge if hearing is postponed and rescheduled for a date certain.

**Expenses:** Actual reasonable costs for transportation, meals, and lodging. Personal vehicle mileage billed at IRS rate.